



OhioHealth
BELIEVE IN WE™

**Leadership Development
Initiative (LDI) Curriculum**

Myers Briggs Type Indicator (MBTI)

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Overview

The Myers Briggs Type Indicator (MBTI) assessment is an often-used questionnaire designed to measure personal (psychological) preferences about how people perceive the world and make decisions. Originally based on the work of Carl Jung, and advanced by Isabel Myers and Katherine Briggs, the assessment identifies innate 'personality' preferences. Jung hypothesized that in a general population, each person experiences the world primarily in one of 4 ways: through sensation, intuition, feeling, or thinking. Which of the 4 types is preferred is not a matter of what is 'good/best' or 'bad/worst'; these are just natural differences. Each person works from their understanding and innate preference.

The MBTI is very widely respected:

- Used by 89 of Fortune 100 companies to maximize individual and team effectiveness from entry to executive levels
- Selected by the nation's top colleges and universities and by institutions worldwide as the foundational tool for student and alumni career development
- Backed by more than fifty years of scientific research and ongoing global development

Basic MBTI theory and implications are reviewed. Since the best leadership requires a working knowledge of self and others, knowing one's preference and the preferences of those in your environment (family, work team, administrators, etc) will pay dividends. The 4 dichotomies relate to:

1. Where you focus your attention (Introvert or Extrovert)
2. How you take in information (Sensing or INTuitive)
3. The way you make decisions based on that information (Thinking or Feeling)
4. The preferred way to deal with the world (Judging or Perceiving)

There is greater understanding and empathy when preferences (your own and others) are understood and appreciated.

Objectives

After this presentation, participants will:

1. Recognize the characteristics of their own MBTI type
2. Verify their type
3. Recognize the characteristics of different MBTI types

Important Teaching Points

- If you don't know what an "E" is thinking, you haven't been listening. If you don't know what an "I" is thinking, you haven't asked them. To optimize communication, extroverts will benefit by settling, getting more focused and thoughtful. Introverts will benefit by taking preparatory time to 'pre-think' issues arising, if able.

- Thinking and Feeling are like two TV channels. You can tune into 'Logic' or 'What People Care About' but if you only listen to one channel, you're missing a lot of good information
- Natural preference 'Type' helps us identify:
 - Strengths that support leadership / team development, conflict / stress management
 - Blind spots that hinder growth and evolution
 - What to observe in self and others
 - How to connect best with others
- Ask others who know you well to help you clarify your understanding of your MBTI type
- MBTI type is only one framework for understanding yourself and others. It suggests preferences, not what you are good at. It is descriptive, not prescriptive

Resources / References

1. CPP, Inc. Myers-Briggs Type Indicator (MBTI). <https://www.cpp.com/products/mbti/index.aspx>.
2. Dunning, Donna. (2003). Introduction to Type and Communication. Consulting. Mountain View, CA: Consulting Psychologists Press.